DOCUMENT RESUME

ED 384 748 CE 069 389

TITLE	Career Success: Tools for the 21st Century.
INSTITUTION	Oregon Career Development Association.; Oregon Occupational Information Coordinating Committee, Salem.; Oregon State Dept. of Education, Salem.
PUB DATE	94
NOTE	57p.
AVAILABLE FROM	Publications Sales Clerk, Oregon Department of Education, Salem, OR 97310-0290.
PUB TYPE	Reference Materials - Bibliographies (131)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	*Career Counseling; *Career Guidance; Computer Assisted Testing; Diagnostic Tests; Occupational Tests; Postsecondary Education; Secondary Education; *Student Evaluation; Test Reviews; *Tests; Test Selection; *Test Use; Vocational Aptitude; Vocational Evaluation
IDENTIFIERS	Oregon

ABSTRACT

Intended for use by institutions and agencies providing career assessment and guidance services, this reference guide provides information about the selection of appropriate career assessment instruments. The 30 career assessment instruments included in the publication are listed under the following broad categories: multiple aptitude batteries; interest inventories; measures of work value; career development and maturity instruments; skills assessments; instruments for special populations; and combined assessment programs. Information for each instrument is presented in a format that lists the following: the name of the test, the purpose of the test, the publisher, the target population, the time it takes, the cost of materials, scoring, the report format for individuals, additional comments for users, and citations of published reviews of the instrument. The guide also includes names and addresses of contacts for 15 regions in Oregon, 3 state contacts, and 5 sources for additional resources. (KC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 384 748

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☒ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Susan Leigh

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

The state of Oregon forbids discrimination or harassment on the grounds of race, color, sex, marital status, religion, national origin, age or disability in any of its programs or employment.

Complimentary copies of this document have been sent to Oregon secondary schools and others. Additional copies are available from:

Publications Sales Clerk
Oregon Department of Education
Salem, Oregon 97310-0290
Telephone (503) 378-3589

All or any part of this document may be copied and used for educational purposes.

TABLE OF CONTENTS

INTRODUCTION i

PURPOSE ii

FORMAT iii

MULTIPLE APTITUDE BATTERIES

- Armed Services Vocational Aptitude Battery (ASVAB) 2
- Career Ability Placement Survey (CAPS) 3
- Differential Aptitude Tests (DAT) 4

INTEREST SURVEYS

- Career Occupational Preference System (COPS) 7
- Career Assessment Inventory (CAI) 9
- The Harrington-O'Shea Career Decision-Making System 11
- Judgment of Occupational Behavior-Orientation (JOB-O) 12
- Kuder General Interest Survey-Form E 13
- Kuder Occupational Interest Survey--Form DD 14
- The Self-Directed Search (SDS) 15
- Strong Interest Inventory (SII) 17

MEASURES OF WORK VALUE

- Salience Inventory (SI) 20
- Values Scale (VS) 21
- Work Values Inventory (WVI) 22

CAREER DEVELOPMENT/MATURITY

- My Vocational Situation 24
- Super's Career Development Inventory 25

SKILLS ASSESSMENT

- Micro-SKILLS 27
- VERTEK 28
- Work Keys 31

INSTRUMENTS FOR SPECIAL POPULATIONS

Reading-Free Vocational Interest Inventory 33
Social and Prevocational Information Battery (SPIB) 34
Talent Assessment Program (TAP) 35
Valpar Component Work Sample System 36
Vocational Interest and Sophistication Assessment (VISA) 37
Vocational Interest, Temperament, and Aptitude System 38
Wide Range Interest-Opinion Test (WRIOT) 39

COMBINED ASSESSMENT PROGRAMS:

ACT Career Planning Program (CPP) 41
Kuder Career Development Inventory (CDI) 42
Planning Career Goals (PCG) 43
World of Work Inventory (WOWI) 44

ADDITIONAL RESOURCES 45

REGIONAL CONTACTS & FLYER 47

STATE CONTACTS 48

WHAT ARE YOU DOING? 49

INTRODUCTION

Education in OR, indeed in the entire nation, is undergoing extensive self-evaluation to re-energize, re-focus, and restructure a traditional system so that it can embrace the challenges of global change. Institutions and agencies will need to have a variety of resources in place to address their clients' needs as they become involved in a life-long career development process.

All organizations committed to providing career guidance and career Information are integral components in the challenges that lie ahead. Educational and agency counselors, because of their training and professional expertise, will inevitably play key roles in this effort. Like leaders in other curriculum areas, counselors will be asked to evaluate traditional boundaries and to draw on collaborative skills to ensure that career development components are infused into the new structure.

A thoughtful, well-planned, integrated, ongoing program of guidance interventions is essential for clients to make reasoned career decisions. Counselors will have significant influence on clients as they gain readiness to choose a broad career constellation and eventually to transition from school to work. Self awareness, decision-making, academic guidance, post high school planning, career awareness, and self-evaluation are all issues taking on ever increasing significance, especially for public school students.

Career assessment that provides information on areas of aptitude, interest, work values, career development/maturity, and skills is a vital part of the clients' total profile that will facilitate effective decision-making now and in the future. The purpose of this publication is to provide basic information on some of the more frequently used career assessment instruments. In effect, the goal is to make counselors, teachers, administrators, and other placement staff "good shoppers" of career assessment instruments and products.

When using tests for assessment purposes in career counseling, it is wise to emphasize conversation with the client as a part of the process. It is the client's ability to relate personally to the information generated by career exploration that enhances his/her ability to use it. To name a value, skill, or interest in one's own words is to know it as one's own. This is the value of conversing in the client's language. It helps the young person to recognize from within, the realm of motivation, that this is who they are and what they want to do. Once this inner connection is made, follow through to concrete action is more likely. The marketplace offers a wide array of career assessment instruments and products, and selecting the most appropriate can be a formidable task.

All pricing listed is based on 1994 catalogs. A sample set of each instrument described in this publication is available in each Education Service District region.

This publication is a cooperative effort of the Oregon Department of Education, the Oregon Career Development Association, and the Occupational Information Committee. These organizations believe that the career decisions of each of the state's citizens will impact the future for all.

PURPOSE

The purpose of this handbook is to provide an easy reference guide for selecting appropriate career assessment instruments. It is intended for use by institutions and agencies providing career assessment and guidance services. It is hoped that any assessment instrument will be used as only a part of a total guidance program committed to helping people make responsible, valid decisions. It is assumed that the resources listed here will be used to supplement existing programs already in place, such as the Career Information System.

The following instrument selection process is recommended:

1. Identify those instruments that by reputation and/or use seem to measure what you want to measure.

2. From those instruments identified in step one, identify those instruments that also are designed to meet your own informational needs.

3. Then identify those instruments that also fit within the practical limitations under which you must function.

4. Next identify those instruments that also meet acceptable standards of technical development and quality.

5. Then identify those instruments that also meet your own personal and professional judgments of validity.

6. Finally, select the instrument(s) that best survive(s) this sequential process.[1]

---

[1]Kapes, Jerome T., Mastie, Marjorie (1988), **A Counselor's Guide to Career Assessment Instruments**. Alexandria, Virginia; The National Career Development Association, pp. 27-28.

FORMAT

The career assessment instruments included in this publication are listed under the following broad categories:

Multiple Aptitude Batteries
Interest Inventories
Measures of Work Value
Career Development/Maturity Instruments
Skills Assessments
Instruments for Special Populations
Combined Assessment Programs

Each instrument is presented in the following format:

Name of Test
Purpose of the Test
Publisher
Target Population
Time
Cost of Materials
Scoring
Report Format for Individuals
Additional Comments of Interest to Users
Published Reviews

The following content is adapted from: **A Counselor's Guide to Career Assessment Instruments, 2nd Edition**. Edited by Jerome T. Kapes and Marjorie Moran Mastie, 1988, National Career Development Association, Alexandria, VA.

National Career Development Association

Founded in 1913 as the National Vocational Guidance Association
A Division of the AMERICAN COUNSELING ASSOCIATION
5999 Stevenson Avenue, Alexandria, VA 22304-3300
Voice 703-823-9800 ext. 309 FAX 703-823-0252

August 28, 1994

Dr. Bill Lesh
Oregon Department of Education
255 Capitol Street, NE
Salem, OR 97310-0203

Dear Bill,

This letter is to express NCDA's approval of your citing our new Counselor's Guide to Career Assessment Instruments, 3rd Edition, in the resource guide on career assessment that you are developing. It is a great opportunity for NCDA

Enclosed is a camera-ready copy of an ordering form for the Guide for distribution in your state. Thanks again and good luck on this important activity.

Sincerely yours,

Juliet V. Miller
Executive Director

MULTIPLE APTITUDE BATTERIES

ARMED SERVICES VOCATIONAL APTITUDE BATTERY (ASVAB)

CAREER ABILITY PLACEMENT SURVEY (CAPS)

DIFFERENTIAL APTITUDE TESTS (DAT)

Name of Test:

Armed Services Vocational Aptitude Battery (ASVAB) Form 18/19

Purpose of the Test:

To provide counselors and students with information useful for educational and career guidance and counseling purposes; to provide military service recruiters with test score information on 11th grade, 12th grade and post secondary students. The academic areas are math, verbal, and academic ability. The score of the examinee is compared with the scores 18 - 23 year olds in the U.S. and with scores of young people in the same grade and sex as the test taker. An Exploring Careers Workbook is available to assist test takers to match civilian and military careers. Within the workbook is an OCCU-FIND which contains over 300 occupations. The occupations are grouped by their Self-Directed Search interest type. The results allow the test taker to look at personal preferences based on ASVAB code, amount of education, and personal preferences.

Publisher:
Department of Defense, Headquarters, U.S. Military Entrance Processing Command, 2500 Green Bay Road, North Chicago, IL 60064-3094

Target Population: High school grades 10-12; postsecondary vocational and technical students

Time: Total administration time--180 minutes

Cost of Materials: No Cost

Scoring: Machine Scoring Service.

Report Format for Individuals: Raw and percentile sub-tests and composite scores by sex and grade sub-group. Nationally represented norms by sex and grade.

Additional Comments of Interest to Users:

ASVAB 18/19 Program became available July 1992. Workshops and self instructional materials to assist counselors in the interpretation of ASVAB are available at no cost. The program also includes the Self-Directed Search, and OCCU-FIND. The ASVAB codes can be used with the OCCU-FIND to identify occupations in which current workers have aptitude levels similar to the test takers.

Armed Services Vocational Aptitude Battery (ASVAB) Form 18/19 results can be related to Oregon occupations using the Career Information System's "LINK" software. "LINK" relates occupations found in selected assessment instruments to those in CIS. It refers an individual from the test titles or codes to the most comparable CIS occupations.

Name of Test:

Career Ability Placement Survey (CAPS)

Purpose of the Test:

The CAPS is a comprehensive, multi-dimensional battery designed to efficiently measure abilities keyed to entry requirements for the majority of jobs in each of 14 occupational clusters. The CAPS is a highly time effective ability battery for use in career development.

Publisher:

EDITS, PO Box 7234, San Diego, CA 92107. Contact Charla Burwick 1-800-416-1666

Target Population: Grades 7-college

Time: Fifty minutes administration time for the eight sub-tests (about five minutes each).

Cost of Materials:

Hand scored $4.09 per examinee (quantity 25)
$3.80 (quantity 100)
$2.98 (quantity 500)

Scoring: Machine scoring service available at additional cost.

Report Format for Individuals:

An ability profile and a career profile are presented in a "Self Interpretation Profile and Guide." Profiles on the CAPS Ability Profile are plotted in the form of stanines based on norms determined separately for each of the eight tests. A second method of interpreting the scores involves various combinations of CAPS tests which help examinees identify the occupational clusters wherein their abilities most closely match the requirements of jobs in the cluster. There are 14 occupational clusters.

Additional Comments of Interest to Users:

The CAPS was developed to meet the need for a brief measure of abilities related to occupations and careers. The CAPS is designed to be used separately as a standardized ability battery or in conjunction with the COPS career clusters. CAPS profiles compare examinee's ability with that of other examinees at their corresponding age and educational level in terms of abilities deemed to be required on jobs in each of the 14 occupational clusters.

Published Reviews:

Hansen, J-I. C. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Layton, W.L. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:

Differential Aptitude Tests (DAT)--DAT Career Interest Inventory (CII)

Purpose of the Test:

The Differential Aptitude Tests, Fifth Edition, (DAT) features two levels that collectively measure aptitudes of adolescents as well as adults. The Career Interest Inventory allows students to explore their interests in careers. Together the DAT and the Career Interest Inventory provide an integrated program that can help individuals make realistic decisions about what courses to take, whether to attend college, and what occupations to consider. The people who developed the DAT and CII say test information should be used along with other information about oneself; they say that goals, grades, hobbies, and other activities are also useful indicators of abilities and interests.

Publisher:

The Psychological Corporation, Harcourt Brace Johanovich, Inc., 555 Academic Court, San Antonio, TX 78204-0952. Oregon Representative Roger Ziegelman [206] 281-7035

Target Population:

Level 1- grades 7-9
Level 2- grades 10-12
Can be used with adult, community college, and professional technical programs

Time: Three hours

Cost of Materials:

Level 1, Form C Pkg./25- $37.50
Level 2, Form C Pkg/25 -$37.50

Scoring:

Hand Scoring or Machine Scoring Available
Package of 100 answer sheets $63.50- Basic scoring charge is $1.71 per student.

Report Format for Individuals:

Basic Service A reports that DAT scores in the form of two rosters and two 1" x 5" press-on labels for each student. Career Interest Inventory combined with aptitude scores give people a composite profile for informed career decision making and courses of study. Percentile ranks and stanines are reported for males and for females.

Differential Aptitude Tests (DAT)--DAT Career Interest Inventory (CII) results can be related to Oregon occupations using the Career Information System's "LINK" software. "LINK" relates occupations found in selected assessment instruments to those in CIS. It refers an individual from the test titles or codes to the most comparable CIS occupations.

Additional Comments of Interest to Users:

The new forms of the DAT were revised and standardized in 1990. CII was revised in 1990. DAT reveals nine reliable scores (including scholastic aptitude).

Published Reviews:

Bouchard, T.J., Jr., In O.K. Buros (Ed.) The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Linn, R.L., In O.K. Buros (Ed.) The Eighth Mental Measurements Yearbook. Highland Park, N.J. Gryphon Press, 1978.

Mastie, M.M. Measurement and Evaluation in Guidance, 1976, 2, 87-95.

INTEREST SURVEYS

CAREER OCCUPATIONAL PREFERENCE SYSTEM (COPS)

CAREER ASSESSMENT INVENTORY E (CAI)

THE HARRINGTON-O'SHEA CAREER DECISION-MAKING SYSTEM (CDM)

JUDGMENT OF OCCUPATIONAL BEHAVIOR-ORIENTATION (JOB-O)

KUDER GENERAL INTEREST SURVEY--FORM E

KUDER OCCUPATIONAL INTEREST SURVEY--FORM DD

THE SELF-DIRECTED SEARCH (SDS)

STRONG INTEREST INVENTORY (SII)

Name of Test:

Career Occupational Preference System (COPS) Interest Inventory

Purpose of the Test:

The COPS is used to measure job activity preference in eight major career clusters for use in guiding both college and non-college bound examinees in job exploration and into educational and career decision making.

Publisher:

EDITS, PO Box 7234, San Diego, CA 92107. Contact Charla Burwick 1-800-416-1666

Target Population:

7-12-college-adult

Time: Twenty to thirty minutes

Cost of Materials:

Hand scored $4.09 per examinee (quantity of 25)
$3.80 (quantity of 100)
$2.98 (quantity of 500)

Scoring:

Machine scoring service available at additional cost.

Report Format for Individuals:

Plotted individual self-interpretation sheet. The COPS Interest Inventory has scales that measure 14 interest areas. Factor analysis of the items and sub-clusters yielded eight general factors: (1) outdoor, (2) clerical, (3) communication, (4) business, (5) science, (6) service, (7) arts, and (8) technology. Business, science service, and the arts were divided into professional and skilled levels. Technology was divided into professional and consumer economics to yield the total score of 14.

Additional Comments of Interest to Users:

COPS II (1980) is available for readers at 4th grade level and COPS-R (1980) for readers at 6th grade level and with unisex norms. The entire system is keyed to the Dictionary of Occupational Titles (DOT) and the Occupational Outlook Handbook (OOH).

Published Reviews:

Hansen, J.I. C. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Layton, W.L. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Bauernfeind, R.H. In O.K. Buros (Ed.), The Seventh Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1972.

Bodden, J.L. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1972.

French, J.W. In O.K. Buros (Ed.), The Seventh Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1972.

Name of Test:

Career Assessment Inventory--The Enhanced Version (CAI)

Purpose of the Test:

The Enhanced Career Assessment Inventory is an interest inventory designed to measure one's occupational interests for use in career exploration and career decision making. The purpose of the enhanced version was to expand the scope of coverage to include more professionally oriented occupations. The results point out occupations where the person's interests do and do not match those of people working in those occupations. The CAI does not measure aptitudes or skills. The Enhanced Version of CAI has 111 occupational scales. It includes almost all the occupations that are in the vocational version plus some professional occupations that normally require advanced college degrees.

Publisher:

NCS Professional Assessment Services, PO Box 1416, Minneapolis, MN 55440

Target Population:

High schools, two- to four-year colleges, human resource departments and vocational rehabilitation programs.

Time:

Actual Test Time--approximately 30 minutes

Cost of Materials:

Pre-paid test booklets with answer sheets are $8.10 . Scoring within 24 hours. Test Manual is $18.00.

Scoring:

Machine scoring service provided. Annual licensing fee if scoring by machine at your site.

Report Format for Individuals:

Standard scores and percent response. Narrative report available that provides scale descriptions, score interpretation and comparison; includes three-page detachable counselor's report.

Career Assessment Inventory--The Enhanced Version (CAI) results can be related to Oregon occupations using the Career Information System's "LINK" software. "LINK" relates occupations found in selected assessment instruments to those in CIS. It refers an individual from the test titles or codes to the most comparable CIS occupations.

Published Reviews:

Bodden, J. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Lohnes, P.R. In J.T. Kapes and M.M. Mastie (Eds.), A Counselor's Guide to Vocational Guidance Instruments. Falls Church VA: National Vocational Guidance Association, 1982.

McCabe, S.D. In D.J. Keyser and R.C. Sweetland (Eds.), Test Critiques, Vol. II. KS City, MO: Test Corporation of America, 1985.

Name of Test:

The Harrington-O'Shea Career Decision-Making System (CDM)

Purpose of the Test:

The Career Decision Making System helps people match their interests, values, and abilities to current choices. The CDM has two levels. Level 1 is designed for middle school students, those with lower reading skills. Level 2 has been updated to better assist high school and college students, as well as adults, in exploring career options and selecting appropriate college major or training programs.

Publisher:

American Guidance Service, Publishers' Building, Circle Pines, MN 55014-1796

Target Population: Grade 7-12, college and adults

Time: Total administration time: 35-40 minutes

Cost of Materials: $49.95-25 booklets self-scored

Scoring: Machine scoring service also available

Report Format for Individuals:

Self-scored: four-page Interpretive Folder, completed by counselor. Machine scored Profile Report: four-page Interpretive Folder completed by computer; machine scored Narrative Report: 12-page customized computer interpretation.

Additional Comments of Interest to Users:

The CDM provides detailed occupational information from the interpretation of a combined self-assessment and interest inventory.

Published Reviews:

Droege, R.C. Review of the Harrington O'Shea Career Decision-Marking System. In D.J. Keyser & R.C. Sweetland (Eds), Test Critiques: Volume 1, pp. 322-327. KS City, MO: Test Corporation of America, 1984.

Westbrook, B.W., Rogers, B., and Covington, J.E. Measurement and Evaluation in Guidance, 1980, pp. 12, 185-188.

Willis, C.G. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Willis, C.G. Harrington O'Shea Career Decision-Making System. In J.T. Kapes & M.M. Mastie (Eds.), A Counselor's Guide to Vocational Guidance Instruments, pp. 57-60. Falls Church, VA: National Vocational Guidance Association, 1982.

Name of Test:

Judgement of Occupational Behavior-Orientation (JOB-O) for 7th - 10th grades
JOB-O E for elementary grades
JOB-O A for 10th grade - adult
JOB-O Tech for 8th - 10th (for Tech Prep)

Purpose of the Test:

The JOB-O explores options first through several easily understood activities such as "How long do you want to go to school?" It also asks about occupational groups and interest areas. JOB-O lists 120 jobs and uses a grid to identify which match criteria from the various activities. Brief information is provided on various training options and career related college majors.

Publisher:

CFKR Career Materials, Inc., 110 Glenn Way, PO Box 5096, Belmont, CA 94002

Target Population:

Grade 7 through adult--has been used at 6th grade through reentry adult levels.

Time: 45-75 minutes

Cost of Materials:

Reusable Booklets. each with one answer sheet 25/Pkg.--$42.50 per package

Scoring: Hand Scoring

Report Format for Individuals:

Scores for 120 job titles, with decision-making information on the answer sheet. (Inserts for this information become the property of the examinee and make excellent exploratory instruments).

Additional Comments of Interest to Users:

Additional instruments using the same format: The MAJOR-MINOR-FINDER (to help select a college major) and the CAREER EXPLORATION SERIES are available. JOB-O emphasizes job awareness and exploration so could be the first interest inventory a student ever takes. JOB-O is considered a questionnaire by many career specialists. JOB-O is updated every two years.

Name of Test:

Kuder General Interest Survey --Form E

Purpose of the Test:

Measurement of broad vocational interests, for use in counseling and initial vocational/occupational exploration for students in junior and senior high school and adults.

Publisher: CTB/McGraw Hill, 2500 Garden Road, Monterey, CA. Contact Paul Shook at (206) 454-1773 or 1-800-538-9547

Target Population: Students (from grade 6 through college) and adults (all ages).

Time: Total administration approximately 45-50 minutes

Cost of Materials:

Hand scored editions 1-4 packages (25/pkg) $52.25 each.

Scoring:

Machine scoring service available at additional cost.

Report Format for Individuals:

Hand scoring, hand-completed profile--raw score to percentile on ten scales; machine--raw score to percentile profile, on male and female norms.

Additional Comments of Interest to Users:

Consideration being given to new normative information and development of adult norms. Scores provided on the following sub-tests: outdoor, mechanical, computational, scientific, persuasive, artistic, literacy, musical, social service, and clerical.

Published Reviews:

Husek, T.R. Journal of Educational Measurement, 1965, pp. 2, 231-233.

Stahmann, R.F. Kuder General Interest Survey--Form E. Journal of Counseling Psychology, 1971, pp. 18, 191-192

Williams, J.A. & Williams, J.D. Review of the Kuder General Interest Survey Form E. In D.J. Deyser & R.C. Sweetland (Eds.) Test Critiques: Volume II, 1984, pp. 395-401. KS City, MO: Test Corporation of America.

Name of Test:

Kuder Occupational Interest Survey, Form DD (KOIS)

Purpose of the Test:

Measurement of occupational and college major interests, for use in counseling and occupational exploration.

Publisher:

CTB/McGraw Hill, 2500 Garden Road, Monterey, CA 93940. Contact Paul Shook at (206) 454-1773 or 1-800-538-9547

Target Population:

Students (from grade 10 through college) and adults (all ages).

Time: Actual test time: approximately 30 minutes. Total administration time: approximately 40 minutes

Cost of Materials:

Contact publisher's Oregon representative Paul Shook at (206) 454-1773 or 1-800-538-9547
1-4 packages (20/pkg) $93.20 each. Discounts of up to 25% for 20 or more packages.

Scoring: Machine scoring only

Report Format for Individuals:

Semi-narrative report form (2 copies) contains lists of occupation and college majors ranked by degree of similarity to criterion groups.

Additional Comments of Interest to Users:

The Kuder is the oldest interest inventory still in use today.

Published Reviews:

Brown, F.G. Kuder Occupation Interest Survey, Form DD. In J.T. Kapes & M.M. Mastie (Eds.), A Counselor's Guide to Vocation Guidance Instruments, pp. 77-80. Falls Church, VA: National Vocational Guidance Association, 1982.

Jepsen, D.P. Kuder Occupational Interest Survey, Form DD, Measurement and Evaluation in Counseling and Development, 1985, pp. 17(4), 217-219.

Name of Test:

The Self-Directed Search (SDS)

Purpose of the Test:

The Self Directed Search is based on John Holland's RIASEC, which asserts that most people can be categorized as one of six personality types. Holland's theory, developed and refined over the past 20 years, affirms people will be most satisfied in work environments reinforcing their personalities. The six types are Realistic (mechanical), Investigative (scientific), Artistic (the arts/creative), Social (teaching/counseling), Enterprising (sales/managing), Conventional (clerical/accounting). Dr. Holland encourages people to look at occupations with every possible arrangement of their three-letter codes to broaden their occupational searches. There are a few combinations of code letters which occur infrequently or not at all. In these cases you are encouraged to use two-letter combinations. People should not base their career plans on SDS alone. People should seek other educational and career information before ruling out an interesting occupation or making other career decisions.

Publisher:

Psychological Assessment Resources, Inc., PO Box 998, Odessa, FL 33556. Also available through Jist Inc., 720 North Park Avenue, Indianapolis, IN 46202; contact Bill McClintic, 1-800-648-JIST.

Target Population:

Middle and high school, college and university students, adults.

Time:

Total administration time: 30-50 minutes

Cost of Materials:

Assessment booklets and Occupations Finders both required, Pkg/25- $48.95 each.

Scoring:

Administration, scoring, and interpretive software available for IBM-PC (and compatibles) and Apple II computer systems.

Additional Comments of Interest to Users:

The SDS is derived from John Holland's theory of career choice which matches the person with the environment. The SDS is designed to help a person arrive at career choice content--which occupation they are most like. Available in Spanish, Vietnamese, French, Chinese, Japanese, Arabic, Afrikaans, Danish, Dutch, and other languages, and adaptive worldwide. The SDS is incorporated into the ASVAB Career Exploration Program.

The Self-Directed Search (SDS) results can be related to Oregon occupations using the Career Information System's "LINK" software. "LINK" relates occupations found in selected assessment instruments to those in CIS. It refers an individual from the test titles or codes to the most comparable CIS occupations.

Published Reviews:

Crites, J. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:

Strong Interest Inventory (SII)

Purpose of the Test:

The Strong compares your client's interests with those of people successfully employed in large numbers in occupations. It effectively reports vocational interests to help him or her develop a clear career plan. The Strong analyzes 325 items in measuring client interest in a range of occupations, leisure activities, hobbies, schools subjects, and types of people. The Strong Interest Inventory can help a person understand how personal likes and dislikes fit into the world of work. Occupations with high scores are occupations to examine further. Low scores can help identify areas where a person's interests are unlike those of people in an occupation. The authors of the Strong Interest Inventory encourage people to search out as much information as possible about occupational areas where the person's interest and abilities are focused.

Publisher:

Consulting Psychologists Press (agents for Stanford University Press), 577 College Ave, Palo Alto, CA 94306. Oregon representative Sheril Phillips (408) 257-2551

Target Population:

Grade 8 through adults

Time:

Total administration time: 25-35 minutes

Cost of Materials:

Reusable test booklets $6.00/package of 10

Scoring:

Machine scoring service--hand scoring not available--computer software options available--standard administration on-line, scoring, interpretation

Report Format for Individuals:

Scoring profile reports scores on all scales; reverse side offers guidance text. There are standard scores for General Occupational Theme and Basic Interest Scales.

Additional Comments of Interest to Users:

Profile expanded as of April 15, 1981, to 162 Occupational Scales. Manual comprehensively revised. Third edition published April 15, 1981. The SII compares respondent's scores and a number of scales with score of (a) people in a wide variety of occupations. The SII is one of the oldest known psychological tests in the country and provides an organized assessment of one's interests.

Strong Interest Inventory (SII) results can be related to Oregon occupations using the Career Information System's "LINK" software. "LINK" relates occupations found in selected assessment instruments to those in CIS. It refers an individual from the test titles or codes to the most comparable CIS occupations.

Published Reviews:

Hansen, Jo-Ida C., and Campbell, David P., "Manual for the SVIB-SII Strong-Campbell Interest Inventory." Palo Alto, CA: Stanford University Press and Consulting Psychologists Press, 1985.

Crites, J. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Dolliver, R. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Lunneborg, P. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Johnson, R.W. Measurement and Evaluation in Guidance, 1976, pp. 9, 40-45.

Steinhauer, J. Measurement and Evaluation in Guidance, 1976, pp. 9, 47-48.

MEASURES OF WORK VALUE

SALIENCE INVENTORY (SI)

VALUES SCALE (VS)

WORK VALUES INVENTORY (WVI)

Name of Test:

Salience Inventory (SI)

Purpose of the Test:

The Salience Inventory helps people determine views of life roles to aid career development. The Salience Inventory allows a client to measure the importance of five life roles: homemaker, worker, student, citizen, and leisurite. It also reveals a person's level of participation and commitment to his or her life role(s). The manual assists in the administration and interpretation of the inventory.

Publisher:

Consulting Psychologists Press, 577 College Ave, Palo Alto, CA 94306. Oregon representative Sheril Phillips (408) 257-2551

Target Population:

Teen and adult, grades 9 and up.

Time:

Total administration time: 30-45 minutes

Cost of Materials:

Test Booklets $31.50/pkg of 25

Scoring:

The SI is easily hand scored when the number of profiles is small. Machine scoring is available for larger numbers. (pre-paid answer sheets $80.00/pkg of 10)

Report Format for Individuals:

Scores are reported as raw scores on the current profile; however, normative data are published in the manual. Machine scoring yields a percentile score for both males and females.

Additional Comments of Interest to Users:

In order to understand a person's readiness to make career decisions, one needs to know the relative importance that he or she attaches to study, work, homemaking, leisure, and community service. The SI quickly and objectively provides this information.

Name of Test:

Values Scale (VS)

Purpose of the Test:

The Values Scale measures important extrinsic and intrinsic values that can be examined by you and the person to help him or her achieve career goals. By discussing and identifying values, the person can focus career development on the most personally satisfying career. The manual has information on the use and interpretation of the Values Scale, as well as its development, reliability, and validity.

Publisher:

Consulting Psychologists Press, 577 College Ave, Palo Alto, CA 94306. Oregon representative Sheril Phillips (408) 257-2551

Target Population:

Teen and adult, grades 8 and up.

Time:

Total administration time: 30-45 minutes.

Cost of Materials:

Reusable test booklets $15.75/pkg of 25

Scoring:

Can be easily handscored for small number of profiles. Machine scoring available.

Report Format for Individuals:

Scores are reported as raw scores on the current profile; however, normative data are published in the manual. Machine scoring yields percentile score for both male and females.

Additional Comments of Interest to Users:

Authors place most emphasis on instrument's use in research. They suggest that its use as a counseling aid may be "explored," but provide careful cautions about its short comings for individual assessment.

Name of Test:

Work Values Inventory (WVI)

Purpose of the Test:

The Work Values Inventory consists of 45 short statements of work values. The examinee rates each statement, and the weighted ratings determine the strength of each value. The instrument provides guidance counselors, teachers, and administrators with profiles of student work values, useful for counseling students in their choice of occupations and in helping them select courses.

Publisher:

The Riverside Publishing Company (A Houghton Mifflin Subsidiary), 3 O'Hare Towers, 8420 Bryn Mawr Ave, Chicago, IL 60148 [312] 693-0040 or 1-800-323-9540

Target Population:

Grades 7-12, college students, and adults

Time:

10-20 minutes

Cost of Materials:

Test Booklets scored by Riverside (Pkg. 100, includes one manual and materials needed for scoring, $113.40.

Scoring:

Machine scoring service available at additional cost.

Report Format for Individuals:

Raw score and percentile rank for each of the 15 scales. Separate norms are used for males and females. Some of the scales are Altruism, Esthetics, Creativity, Intellectual Stimulation, Independence, Achievement, and Prestige.

Additional Comments of Interest to Users:

The WVI is a self-report inventory designed to measure the satisfactions which men and women seek in work and the satisfaction which may accompany the outcomes of work. Designed for use in academic and vocational counseling.

CAREER DEVELOPMENT/MATURITY

MY VOCATIONAL SITUATION

SUPER'S CAREER DEVELOPMENT INVENTORY

Name of Test:

My Vocational Situation (MVS)

Purpose of the Test:

The My Vocation Situation is a brief two page questionnaire that seeks to determine which of three possible difficulties--lack of vocational identity, lack of information or training, and environmental or personal barriers--may be troubling a client seeking help with career decisions. The sheet may be filled out by someone waiting for an interview and tabulated at a glance by the counselor; it may suggest useful clues for the interview itself and treatment relevant to each person's needs.

Publisher:

Consulting Psychologists Press, 577 College Ave, Palo Alto, CA 94306. Oregon representative Sheril Phillips (408) 257-2551

Target Population:

Teens and adults, grades 9 and up.

Time:

Total administration time: 5-10 minutes.

Cost of Materials:

Test Booklet $8.40 for Pkg/25--Manual $3.15

Scoring:

The MVS is easily handscored.

Report Format for Individuals:

Scores for the three scales are first collected as raw scores with normative data available in the manual. The three scales are vocational identity, lack of information, personal barriers.

Published Reviews:

Tinsley, H.E.A. My Vocational Situation. In D.J. Keyser and R.C. Sweetland (Eds.), Test Critiques, Volume II, KS City, MO: Test Corporation of America, 1985.

Name of Test:

Super's Career Development Inventory

Purpose of the Test

The Career Development Inventory assesses a young person's readiness to make career decisions, facilitating the choices for appropriate college or career counseling programs. The CDI can also be used to evaluate an existing guidance program.

Publisher:

Consulting Psychologist Press, 577 College Avenue, Palo Alto CA 94303. Contact Sheril Phillips at (408) 257-2551

Target Population:

High School through Adult

Time:

Takes about an hour to complete

Cost of Materials:

Test booklets reusable package of 10 -$24.15

Scoring:

Prepaid Answer Sheets 1 pkg of 10 - $50.40 per package

Report Format for Individuals:

An individual profile for each student that gives standard scale scores and percentiles for each of the eight CDI scales.

Published Reviews:

Hansen, J. C. (1985). Career Development Inventory. "Measurement and Evaluation in Counseling and Development," 17(4), 20-224.

Pinkney, J. W. (1985). Review of Career Development Inventory. In J. V. Mitchell (Ed.), Ninth Mental Measurement Yearbook: Volume I (p. 271). Lincoln, NE: University of NE Press.

SKILLS ASSESSMENT

MICRO-SKILLS

VERTEK

WORK KEYS

Name of Test:

Micro-SKILLS

Purpose of the Test:

This skills inventory helps clients identify their skill strengths and relates them to occupations which use those skills in the performance of the occupation. The top skill strengths based on the assessment are identified.

Publisher:

OR Career Information System, University of OR, Eugene, OR 97403. Contact Cheryl Buhl, (503) 346-3872.

Target Population:

Grades 9 - 12 and adults

Time:

Card Sort Version, 45 minutes; Worksheet Version, 2 1/2 - 3 hours

Cost of Materials:

Kit = $270. Serves any number of users and includes software for scoring and interpreting, **Oregon Occupations**, **Programs of Study** and **Schools** books.

Scoring:

Kit includes software for scoring and interpreting results

Report Format for Individuals:

Narrative report provided for each individual user via software that comes with the program. Report provides the user's Holland type based on skill preferences, a list of the "top 30" occupations that match the user's prioritized skill preferences, and a list of occupational clusters--showing which best match the user's skills. Finally, the program provides an opportunity to view the skill coding for any occupation in the software database in a matrix that also shows the user's prioritized skills. This matrix graphically portrays those skills that the user would use more frequently, less frequently, and equally to their preferences in any selected occupation.

Published Reviews:

Bolles, Richard. *Review of Computer Software Career Resources.* In **What Color Is Your Parachute?** Berkeley, CA: Ten Speed Press, 1993, page 378.

Name of Test:

VERTEK--OASYS-Job Match

Purpose Of Test:

OASYS-Job Match is a powerful job-matching software program designed to match a person's skills and abilities to occupations and local employers. With OASYS, you can analyze transferable skills, find local employers, and keep track of a database of job seekers with ease and efficiency.

Publisher:

VERTEK, Inc., 11811 NE 1st Street, Suite 306, Bellevue, WA 98005. Contact: Sue Squire, phone: 1-800-220-4409, fax: 1-206-454-7264

Target Population:

Adults and secondary students. Ideal for anyone selecting a career or changing jobs.

Cost of Materials:

$4450-$6450 for a single user license, depending on options. Significant multiple user discounts are available. Annual product maintenance is $360 which includes all updates at no charge and unlimited telephone technical support.

Additional Comments of Interest to Users:

OASYS-Job Match operates on IBM compatible PCs, SCO UNIX, NOVELL compatible networks, and Banyan Vines networks. Local representatives are also available to demonstrate OASYS-Job Match at your office.

OASYS-Job Match is designed to help people choose careers and start work as quickly as possible. The program includes the following features: transferable skills analysis, finding local employers, job-bank, tracking, security, occupational information.

Published Reviews:

Vocational Evaluation Systems and Software: A Consumer's Guide, Clarence Brown, Randall McDaniel, Robert Couch and Michael McClanahan

Name of Test:

VERTEK--Job Analyzer

Purpose Of Test:

Job Analyzer is a software program that allows students and job seekers to quickly find detailed information about occupations including the common requirements, employment projections and wage data. Job Analyzer contains the entire 1991 Dictionary of Occupational Titles and related occupational information.

Publisher:

VERTEK, Inc., 11811 NE 1st Street, Suite 306, Bellevue, WA 98005. Contact: Sue Squire, phone: 1-800-220-4409, fax: 1-206-454-7264

Target Population:

Anyone interested in occupational information.

Cost of Materials:

$795 for a single user license. $1,590 for a K-12 site license.

Additional Comments of Interest to Users:

Job Analyzer operates on IBM compatible PCs, SCO UNIX, NOVELL compatible networks, and Banyan Vines networks.

Name of Test:

VERTEK--G.A.T.B. Reporting System

Purpose Of Test:

The G.A.T.B. Reporting System interprets General Aptitude Test Battery scores to facilitate immediate after-test counseling.

Publisher:

VERTEK, Inc., 11811 NE 1st Street, Suite 306, Bellevue, WA 98005. Contact: Sue Squire, phone: 1-800-220-4409, fax: 1-206-454-7264

Target Population:

Anyone who uses the General Aptitude Test Battery or United States Employment Security Interest tests.

Cost of Materials:

$900 for a single user license. Multiple user discounts are available.

Additional Comments of Interest to Users:

Fast and accurate test results in report format for examiners, counselors and job seekers. Overlaps aptitudes with interest for best job match potential. Facilitates immediate after test counseling. Saves data for later recall.

Name of Test:

Work Keys

Purpose Of Test:

Work Keys offers workplace assessments in Reading for Information, Applied Mathematics, Listening and Writing, Teamwork, Locating Information, Applied Technology, Motivation, Observing, Speaking and Learning. The assessments permit individuals to demonstrate their competency, from low to high levels, in each of the Work Keys skills. Individuals may document skill improvement or skill additions throughout their lifetimes as new skills come on line.

Publisher:

American College Testing, Center for Education and Work, PO Box 168, IA City, IA 52243-0168

Target Population:

High School through Adult

Time:

Each assessment subtest is 40 minutes

Cost of Materials:

Reading for Information, Applied Mathematics, Locating Information, Applied Technology - $3.25 per examinee (1-2000)
Listening and Writing - $14.75
Listening Only - $12.50
Writing Only - $10.00
Teamwork - $6.00

Scoring:

Machine scoring only

Report Format for Individuals:

Individual score report consists of 3 sections: 1) skill level assessment, 2) examinees scores and demographics, and 3) Work Keys summary suitable for attachment to job or school application.

INSTRUMENTS FOR SPECIAL POPULATIONS

READING-FREE VOCATIONAL INTEREST INVENTORY

SOCIAL AND PREVOCATIONAL INFORMATION BATTERY (SPIB)

TALENT ASSESSMENT PROGRAM (TAP)

VALPAR COMPONENT WORK SAMPLE SYSTEM

VOCATIONAL INTEREST AND SOPHISTICATION ASSESSMENT (VISA)

VOCATIONAL INTEREST, TEMPERAMENT, AND APTITUDE SYSTEM (VITAS)

WIDE RANGE INTEREST-OPINION TEST (WRIOT)

Name of Test:

Reading-Free Vocational Interest Inventory

Purpose of the Test:

The purpose of the instrument is to determine the vocational interest of mentally retarded/developmentally delayed and learning disabled children and adults in jobs in which they are realistically able to succeed. It assesses their vocational interest in jobs which they are proficient/productive using pictures of occupational significance.

Publisher:

Elbern Publications, PO Box 09497, Columbus, OH 43209. Contact Ralph Becker [614] 235-2643

Target Population:

All levels of mentally retarded/developmentally delayed children and adults, 13 through 60; school-age learning disabled subjects; disadvantaged adults, 21-61.

Time: 20 minutes or less

Cost of Materials: $25 for manual and 10 test booklets

Scoring: Hand scoring

Report Format for Individuals:

The inventory is a nonreading vocational preference test. It pictorially identifies areas and patterns of vocational interests in mentally retarded people at the unskilled and semi-skilled levels. There are no verbal symbols or written statements.

Published Reviews:

Diamond, E.E. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Domino, G. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:
Social and Prevocational Information Battery (SPIB)

Purpose of the Test:

The purpose of this instrument is to assess knowledge in areas that are widely regarded as important for community adjustment of adolescents and adults with mild mental retardation.

Publisher:
CTB/McGraw-Hill, 2500 Garden Road, Monterey, CA 93940

Target Population:
Grade 6 and above, including adults. Mildly to moderately retarded students.

Time: 12-25 minutes per sub-test. Total administration time: 3 hours (testing over three sessions to minimize fatigue).

Cost of Materials: Specimen set: $10.00

Scoring: Hand scoring

Report Format for Individuals:

The nine orally administered SPIB sub-tests sample knowledge required for independent living and job keeping. Raw scores are converted to percentage correct and percentile ranks, separately for junior and senior high school. One of the sub-tests measures job search skills.

Additional Comments of Interest to Users:

There are two companion instruments; the Social and Prevocational Information Battery for Trainable Mentally Retarded students, and the Test for Everyday Living for low-functioning students in grades 7-12. They are examples of an "adaptive behavior scale" in measuring general life competencies in contrast with aptitude or academic achievement.

Published Reviews:

Daniels, M.H. Review of Social and Prevocational Information Battery--Revised. J.V. Mitchell (ed.), Ninth Mental Measurements Yearbook: Volume I, p. 739, Lincoln, NE: University of NE Press, 1985.

Meyers, C.E. Review of Social and Prevocational Information Battery--Revised. In O.K. Buros (Ed.), Eighth Mental Measurements Yearbook: Volume II, p. 1526. Highland Park, NJ: Gryphon Press, 1978.

Name of Test:

Talent Assessment Program (TAP)

Purpose of the Test:

This performance battery consists of 10 tests designed to assess functional level of career-related attributes that correspond to worker trait factors described in the Dictionary of Occupational Titles (DOT). Tests include: structural and mechanical dexterity with small tools, visualization, discrimination by size and shape of objects, etc.

Publisher:

Talent Assessment, Inc., PO Box 5087, Jacksonville, FL 32207. Contact Ben Borden, [800] 634-1472

Target Population:

Age 13 and over. Eighth grade and over: trainable and above and disadvantaged.

Time: Two and one-half hours

Cost of Materials:

Talent Assessment Program Special Package Price $5,590.00 includes all TAP testing components, Computer Software for Scoring (Apple or IBM-PC) Portable Carrying Case, 1-1/2 days On-Site Staff Training, Shipping and Handling. Individual prices available; consult publisher.

Scoring: Hand scoring

Report Format for Individuals:

Profile sheet denoting individual strengths. Space provided for recommendations by counselor or evaluation personnel. The emphasis in scoring the sub-tests is on time scores. Timing is calculated to the nearest tenth of a minute on a clock that is included with the instrument. The Talent Assessment Program (TAP) is a battery of ten instruments which measure dexterity, visual and tactile discrimination and memory as they relate to the functional level of career-related attributes.

Additional Comments of Interest to Users:

Test requires no reading by counselee. All tests are hands-on and action-oriented. New materials include special adaptations for TAP to be used as a developmental training device for moderately to severely retarded individuals. Sub-tests measure visualizing structural detail; sorting, size and shape, sorting by color, sorting by touch, handling small and large materials, using small and large tools.

Name of Test:

Valpar Component Work Sample System

Purpose of the Test:

Consists of 19 work samples, each designed to measure broad worker traits, such as: small tools, upper extremity range of motion, and simulated assembly. Provides both scores and clinical observations that can be used for job training and placement, and for constructing educational and rehabilitation programs.

Publisher:

Valpar International, 3801 E 34th St, Tucson, AZ 85713. Contact Pat Rastadder [602] 293-1510

Target Population:

All age groups. General population and disabled persons.

Time: Varies from ten minutes to six hours per/work sample time

Cost of Materials:

Valpar Occupational Interest Choice Evaluation (VOICE) and Job Readiness Training produce take-home workbooks. The other 16 work samples use 1-5 answer sheets. Combined cost for all work sample components $3,495.

Scoring: Hand scoring

Report Format for Individuals:

Evaluators/counselors write and summarize their own results. Each work sample is a separate instrument. The evaluator gives verbal directions and demonstrations to the clients.

Additional Comments of Interest to Users:

Valpar consists of a series of 19 work samples, each of which is designed to measure certain universal worker characteristics. For example, Valpar attempts to measure size discrimination, ability to work with small tools, clerical comprehension and aptitude, multi-level sorting, eye-hand-foot coordination, money handling, and drafting skills.

Name of Test:

Vocational Interest and Sophistication Assessment (VISA)

Purpose of the Test:

This reading-free instrument provides a measure of an individual's interest in and knowledge about a series of job alternatives. Activities depicted are in the unskilled and semi-skilled job areas.

Publisher:

O.S.U. Nisonger Center, 1580 Cannon Drive, Columbus, OH 43206. Contact Jean Thomas at [614] 292-8365

Target Population: Mildly retarded adolescents and young adults

Time: 30-60 minutes

Cost of Materials:

Manual $4.00, Male Picture Book-$5.00, Female Picture Book-$5.00, 50 Sophistication Inquiry Forms (male and female)--$5.00, 25 Male Interest Response Forms-$2.00, 25 Female Interest Response Forms $2.00, 25 Male Profile Forms $3.00, 25 Female Profile Forms $3.00.

Scoring:

Scores are reported on a continuum from "like" to "dislike" and are summed separately for each drawing. The manual is essentially a scoring guide.

Additional Comments of Interest to Users:

The VISA is a reading free picture inquiry technique designed to assist the vocational placement of mildly retarded individuals. There are three phases to VISA:

Sophistication Inquiry (interpret seven drawings)
Exploratory Phase (drawings to establish central characters)
Interest Phase (75 drawings covering occupational areas)

Published Reviews:

Diamond, E. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.
Domino, G. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:

Vocational Interest, Temperament and Aptitude System (VITAS)

Purpose of the Test:

This instrument contains 21 independent work samples based on 16 Work Groups. Samples include: laboratory, engineering, and craft technology, production work, quality control, financial detail, and oral communications. Requires training to administer.

Publisher:

Vocational Research Institute, Jewish Employment and Vocational Service, 1700 Sansom Street, Philadelphia, PA 19103. Contact Randy Lindsey [215] 875-7387

Target Population:

Economically/educationally disadvantaged with less than 12th grade education and special needs high school students

Time:

Three 5-hour days

Cost of Materials:

$9,950 (consisting of reusable hardware for 21 work samples, training of one evaluator, consumables for 50 clients).

Scoring:

Hand scoring

Report Format for Individuals:

A three-page narrative report covering functional abilities, worker characteristics, and vocational placement and service recommendations are provided. There is also a profile sheet reviewing scores.

Additional Comments of Interest to Users:

VITAS is composed of 21 work samples that cover 16 work groups. Interests are assessed through a structured interview, and temperament is assessed through observation of clients performing the samples. This instrument requires training to administer.

Name of Test:

Wide Range Interest-Opinion Test (WRIOT)

Purpose of the Test:

The Wide Range Interest-Opinion Test is a pictorial interest which is culturally and sexually unbiased. The pictorial presentation reduces the confusion of mental images and multiple meanings that words evoke. The results are presented on a report form which graphically shows an individual's strength of interest in each of the 18 clusters as well as 8 more general attitude clusters. This report can be given to the client for vocational counseling purposes.

Publisher:

Jastak Associates, a Division of Wide Range Inc., 1526 Gilpin Ave, Wilmington, DE 19806, Telephone: [302] 658-4184

Target Population: Age 5 through adults

Time: 40 minutes

Cost of Materials:

Starter set which includes Manual 50 hand-scoreable answer sheets and templates. Picture film strip is $85.

Scoring: Machine scoring service--hand scoring

Report Format for Individuals:

Graph-type report forms. This pictorial instrument provides scores for 18 occupational interests, such as: art, sales, personnel service, and biological science; and for eight vocational attitudes, such as: sedentariness, ambitious, sex stereotype, and negative bias.

Additional Comments of Interest to Users:

Developed to determine interests and attitudes of individuals regardless of age, sex, mental ability, cultural background or educational level. It does not require reading or language understanding and can be used with a translation of the instructions and report form in any language. WRIOT consists of 150 sets of three-line drawings each depicting people at work at some activity.

Published Reviews:

Zytowski, D.G. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

COMBINED ASSESSMENT PROGRAMS

ACT CAREER PLANNING PROGRAM (CPP)

CAREER DEVELOPMENT INVENTORY (CDI)

PLANNING CAREER GOALS (PCG)

WORLD OF WORK INVENTORY (WOWI)

Name of Test:

ACT Career Planning Program (CPP)

Purpose of the Test:

The ACT CPP is a career-oriented "interview" system that helps young people and adults gather and then consider the information that's vital to the career planning process. CPP relies on an assessment instrument to collect information related to personal interests, work-related experiences, career-related abilities and skills, educational and vocational plans, and needs for help. CPP helps counselors teach career development concepts and, at the same time, provide an important stimulus to career exploration and planning to large numbers of students.

Publisher:

American College Testing Program (ACT), Career Service Area, PO Box 168, Iowa City, IA 52243. Oregon Representative Ted Bartell [916] 361-0656

Target Population: Grade 8 through adult.

Time: Total administration time: 168 minutes

Cost of Materials:

$4.00 per student which includes pre-paid machine scoring. $4.50 for self scoreable or NCS scannable answer sheets. Volume discounts available

Scoring:

Machine scoring included in cost of answer folders and interpretative materials. Hand scoring also possible.

Report Format for Individuals:

Two-page report provided. Page 1 organizes abilities, interests, experiences, and trial job choices into appropriate job clusters. Page 2 provides narrative interpretation and stanine score profiles.

Published Reviews:

Johnson, R.W. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, NJ: Gryphon Press, 1978.

Mehrens, W.A. In J.T. Kapes & M.M. Mastie (Eds.), A Counselor's Guide to Vocational Guidance Instruments. Falls Church, VA: National Vocational Guidance Association, 1982, pp. 132-135

Name of Test:

Career Development Inventory (CDI)

Purpose of the Test:

The Career Development Inventory assesses a young person's readiness to make career decisions, facilitating the choices for appropriate college or career counseling programs. The CDI can also be used to evaluate an existing guidance program.

Publisher:

CTB/McGraw Hill, 2500 Garden Road, Monterey, CA 93940. Contact Paul Shook [206] 454-1773 or 1-800-538-9547

Target Population:

Grades 9 & 10, adults, and out-of-school youth

Time: 50-60 minutes (untimed)

Cost of Materials: Contact publisher

Scoring: Machine scoring service

Report Format for Individuals:

CDI Profile: scores on all scales and self-report information (activities, honors, reported class standing, job characteristic needs, ideal rank of expected career choice, and educational plans).

Additional Comments of Interest to Users:

The Kuder CDI is part of a comprehensive career guidance system, the Career Development Program. It can be used alone. It indicates possible career paths to explore in each of six broad interest areas, at each of three entry levels based on the amount of education generally required.

Published Reviews:

Bingham, W.H. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Borgen, F.H. Measurement and Evaluation in Guidance, 1978, pp. 10, 244-246.

Ricks, J.H. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:

Planning Career Goals (PCG)

Purpose of the Test:

To provide career guidance information regarding the client's values, interests, abilities, career information, and career and educational plans.

Publisher:

CTB/McGraw-Hill, 2500 Garden Road, Monterey, CA 93940. Contact Paul Shook [206] 454-1773 or 1-800-538-9547

Target Population:

Grades 8-12

Time: Four hours, 45 minutes

Cost of Materials: Specimen set: $10

Scoring: Machine scoring service or hand scoring

Report Format for Individuals:

Interest Inventory--Percentiles. Information Measure--Stanines. Ability Measure--Percentiles and Raw Scores.

Additional Comments of Interest to Users:

A battery of tests designed to assist guidance and counseling personnel in helping students in grades 8-12 make realistic and long-lasting educational and career plans. Planning is based on (1) knowledge of one's traits and preferences, and (2) comparisons with people who actually become employed in the person's preferred career.

Published Reviews:

Nafzinger, D.H. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Super, D.E. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

Name of Test:

World of Work Inventory (WOWI)

Purpose of the Test:

The World of Work Inventory is designed to aid in the selection of occupations and careers appropriate and consistent with the job related temperaments, aptitudes and interests of the individual.

Publisher:

World of Work, Inc., 2923 N 67th Place, Scottsdale, AZ 85251.
Telephone: [602] 945-3431

Target Population:

Grades 8 through adults. High schools, colleges, rehabilitation facilities, displaced homemaker programs, prisons, business and industry.

Time: Two and one-half hours

Cost of Materials:

Specimen set: $27.95

Scoring:

Machine scoring service through MCS/Interpretative Scoring Systems

Report Format for Individuals:

WOW Inventory Profile Sheet--two copies

Additional Comments of Interest to Users:

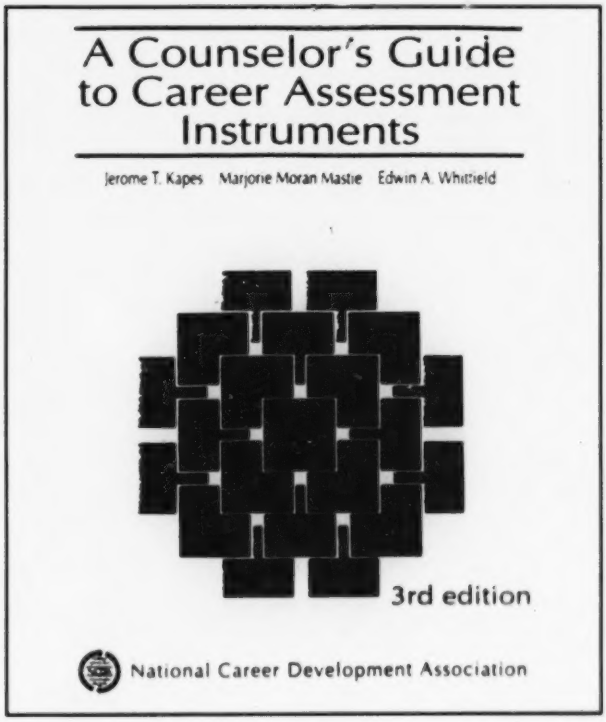
The WOW Inventory is available in Spanish as "El Mundo Del Trabajo." Instructional cassette tape regarding interpretation is now available. Scores for WOWI indicate career interest activities, satisfaction indicators, and vocational training potentials (aptitude--achievement section). The items in the test booklet are easy to read. Materials are discounted to nonprofit organizations.

Published Reviews:

Botterbusch, K.F. Vocational Assessment and Evaluation System: A Comparison. Materials Development Center, Stout Vocational Rehabilitation Institute, 1987.
Layton, W.L. In O.K. Buros (Ed.), The Eighth Mental Measurements Yearbook. Highland Park, N.J.: Gryphon Press, 1978.

The Counselor's Guide to Career Assessment Instruments, 3rd Edition. 1994 496 pages

Edited by Jerome T. Kapes, Majorie Moran Mastie, and Edwin A. Whitfield


A Counselor's Guide to Career Assessment Instruments
Jerome T. Kapes Marjorie Moran Mastie Edwin A. Whitfield
3rd edition
National Career Development Association

- ❒ Reviews 52 major instruments
- ❒ Authors are leading experts
- ❒ Annotates 250 other instruments
- ❒ Organized by type of instruments
- ❒ Addresses intended population
- ❒ Includes chapters on selection and use of instruments
- ❒ Describes career portfolios
- ❒ Compares career assessment in 15 computer-assisted career guidance systems

✓ Early Discount Price for NCDA and AAC Members: $30.00 (ends January 1, 1995)

✓ Member Price (after January 1, 1995): $40.00

✓ Regular Price: $50.00

Plus Shipping and handling $2.50 for first item and $.50 for each additional item

Please send me _____copies of the Counselor's Guide to Career Assessment Instruments, 3rd Edition.

( ) $_____Payment enclosed (No cash or foreign checks)
( ) Purchase order number #_____
( ) VISA or ( ) MasterCard#_____ Exp. date_____
Signature:_____

Name_____ Member # _____
Organization:_____
City_____ State _____ Zip_____

Make checks payable to the National Career Development Association. Mail orders to: NCDA Products, c/o Crestar Bank, P.O. Box 79273, Baltimore, MD 21279-0273

REGIONAL CONTACTS

Region 1
Paul Molino
Clatsop Community College
1653 Jerome Ave.
Astoria, OR 97103

Region 2
Vern Halcromb
Mt. Hood Community College
25000 SE Stark St.
Gresham, OR 97030

Bill Manley
Portland Community College
PO Box 19000
Portland, OR 97280

June Tremain
Portland Public Schs
2508 NE Everett
Portland, OR 97232

Region 3
Larry Roach
Chemeketa Community College
PO Box 14007
Salem, OR 97309-7070

Region 4
Susan Arthur
Lincoln Co. ESD
PO Box 1110
Newport, OR 97365-0088

Jennifer Campen-Carter
Linn-Benton ESD
905 4th Ave. SE
Albany, OR 97321-3199

Region 5
Marv Clemons
Lane ESD
PO Box 2680
Eugene, OR 97402-0374

Region 6
Dan Forbess
Douglas ESD
1871 NE Stephens St.
Roseburg, OR 97470-1493

Region 7
Judy Shay
Coos ESD
1350 Teakwood
Coos Bay, OR 97420-2593

Region 8
Mike Van DeWalker
Jackson ESD
101 N. Grape
Medford, OR 97501-2793

Region 9 (thru Jan. 1)
Wasco ESD
Professional Tech. Educ. Office
422 E. 3rd, Hammel Bldg.
The Dalles, OR 97058

Region 9 (after Jan. 1)
Karen Carter
Columbia Gorge Community College
400 E. Scenic Dr.
The Dalles, OR 97058

Region 10
Tom Wiedeman
Deschutes ESD
1340 NW Wall
Bend, OR 97701-2692

Region 11
Bill Brown
Klamath Co./City Schools
10501 Washburn Way
Klamath Falls, OR 97603-6662

John Griffin
Lake Co. ESD
220 S. "H" St.
Lakeview, OR 97630

Region 12
Kevin Wright
Umatilla ESD
2001 SW Nye
Pendleton, OR 97801

Region 13
Lyle Mann
Union ESD
10100 N. McAlister Rd.
Island City, OR 97850

Region 14
Ron Olsen
Malheur ESD
363 "A" St. W.
Vale, OR 97918-1305

Region 15
Shawnee Halligan
Clackamas ESD
PO Box 216
Marylhurst, OR 97036-0216

ADDITIONAL RESOURCES

Much of the content of this document was drawn from, A Counselor's Guide to Career Assessment Instruments, 2nd Edition, published by the National Career Development Association. The revised 3rd edition will be available in Fall 1994. Copies may be ordered from:

National Career Development Association
5999 Stevenson Avenue
Alexandria, VA 22041
Phone: (703) 823-9800 or (800) 347-6647, ext. 309

In addition to the above, the National Career Development Association offers a wide variety of helpful publications. Write or phone for a catalog and order form.

You may also want to write for catalogs of career guidance materials from any of the publishers listed in this document.

Commercial sources for a variety of materials including computer software, videos, curriculum plans, assessment instruments, labor-market trends, occupational information, etc., include:

JIST Works, Inc.
720 North Park Avenue
Indianapolis, IN 46202-3431
Phone: (800) 648-JIST

CFKR Career Materials
11860 Kemper Rd, Unit 7
Auburn, CA 95603
Phone: (800) 525-5626

Career Research & Testing, Inc.
2005 Hamilton Avenue
San Jose, CA 95125
Phone: (800) 888-4945

Center of Education & Training for Employment
CETE Publications Office
1900 Kenny Rd
Columbus, OH 43210-1090
Phone: (800) 848-4815

Probably the richest resource is your colleagues. There are excellent programs in place in Oregon that incorporate a variety of assessment strategies.

STATE CONTACTS

Bill Lesh, Career Development Specialist
OR Department of Education
255 Capitol Street NE
Salem, OR 97310
Phone: (503) 378-5585

Lucille Nielsen, President
OR Career Development Association
1050 Willagillespie Rd
Eugene, OR 97401
Phone: (503) 345-8385

David Allen
Occupational Information Committee
875 Union Street NE
Salem, OR 97310
Phone: (503) 378-5747

WHAT ARE YOU DOING AND HOW DO YOU DO IT?

Please take a moment to share information about career assessment instruments you use that are not included in this publication. Your input may be included in future editions.

Name of Test:

Purpose of the Test:

Publisher:

Target Population:

Time:

Cost of Materials:

Scoring:

Report Format for Individuals:

Additional Comments of Interest to Users:

Published Reviews:

Mail to: Bill Lesh, Career Development Specialist
OR Department of Education
255 Capitol St NE
Salem, OR 97301

dsm/bl/nhsharing: stsv1700 (8/29/94)